

Editorial

In Spring 2011, we continue RECWOWE activities in three domains: publications, the Final Conference and exchange meetings. As announced previously, a lot of work has been put into publishing a large number of books and Special Issues before the final RECWOWE Conference in June. Most recent publications include a book on the Europe 2020 strategy and a report on migration in Europe. We would like to underscore that all publications are in fact the result of the concerted efforts of network's members. In that sense, we reached one of our goals, which was to better integrate researchers from all over Europe working on work and on welfare.

Entitled *Work and Welfare in Europe: New compromises or on-going demise?*, the RECWOWE Final Conference will take place in Brussels on 15-17 June 2011. Participants will discuss the key results of RECWOWE scientific activities during panel and plenary sessions. We will deal with the crisis and the EU 2020 strategy, current trends in employment and social policy, and work-life balance. We are currently inviting many external discussants from the civil society and social partners in order to spread research findings as broadly as possible.

Besides preparing publications and organising the Final Conference, RECWOWE members still take part in exchange meetings with social partners on the one hand and with young researchers on the other (see the 'Conferences and Exchange Meetings' section in this Newsletter).

This issue of our Newsletter introduces WP04 in the words of its co-coordinator Jon Kvist and contains a short presentation of one of our Belgian institutional members (the University of Louvain-la-Neuve).

Denis Bouget and Bruno Palier

CONTENT

1 - INTERVIEW OF THE MONTH

Jon KVIST, University of Southern Denmark (P30), Co-coordinator of WP04

2 – NEWS FROM THE NETWORK

Conferences/Workshops/Dialogue activities/Working Papers

Network members' publications in the area of work and welfare

Presentation of the Catholic University of Louvain-la-Neuve (UCL, Belgium) (P13)

3 – EUROPEAN NEWS



Executive Manager: Amélie Guisseau
Maison des Sciences de l'Homme
Ange Guépin, Nantes, France
amelie.guisseau@univ-nantes.fr
Tel: +33.(0)2/40 48 39 76
Fax: +33.(0)2/40 48 39 98

<http://recwowe.eu/>

Subscribe to the mailing list [here](#)

Jon KVIST on Strand 4 – Towards employment-friendly welfare states



Jon KVIST
WP04 Co-coordinator
University of
Southern Denmark (P30)
kvi@sam.sdu.dk

Jon Kvist is Professor at the Centre for Welfare State Research of the University of Southern Denmark in Odense. Together with Bruno Palier, he coordinates RECOWE's fourth workpackage (WP04) 'Towards an employment-friendly welfare state'. This workpackage investigated ways to reduce tensions between labour market and social security requirements. WP04 members researched new trends in activation policies and welfare state governance, with a particular focus on the way the EU influences national 'employment-friendly' welfare reforms.

In this context, and in close cooperation with the RECOWE European Data Centre for Work and Welfare (EDACwowe), the University of Bern prepared a report reviewing existing data related to welfare state and labour market policies, institutions and reforms. Since October 2008, WP04 also includes a task investigating trade unions' responses to and involvement in major reform programmes that are usually beyond the remit of social partners. Another transversal task within WP04 looked into the ongoing dualisation of welfare states and labour markets.

Q1: What were the main objectives of research conducted within WP04?

Research within our strand addressed recent welfare state reforms: their nature, their causes, and the consequences they had for different socio-economic groups. WP04 has been divided into several sub-tasks. The 'Usages of Europe' task aimed to investigate the way the EU is 'used' in national welfare state reforms. Is the EU used as a 'scapegoat' ("We had to cut pensions because of the EU deficit criterion") or are EU-inspired policies positively construed?

Another task established a model evaluating the combined effect of a variety of welfare instruments and policies on the socio-economic situation of a particular citizen. Coordinated by the University of Southern Denmark, this micro-simulation model allows us to overcome the weaknesses of past research, which focused on the situation of the average male worker employed in the production sector, living in a male breadwinner welfare model. The model is also very helpful in how it looks at the combined effects of more than one welfare instrument, and takes into consideration criteria such as gender, income group, and type of household. Yet another WP04 task examined the role of the state as employer, mainly in the social, health and education sectors. The state's role as employer is underscored by recent austerity reforms such as the cuts in public sector employment announced in the UK. It would be impossible to describe here all the tasks carried out by WP04, I would thus advise readers to refer to the working papers, articles, special issues and books that have already been published or are in preparation by members of our strand.

Q2: What is an 'employment-friendly welfare state'?

Employment-friendly welfare states allow women from all socio-economic groups to take part in the labour market, simultaneously ensuring this participation is not detrimental to their fertility choices. Affordable, good-quality childcare available to all is thus one of the key elements of this strategy. Employment-friendly welfare states are also concerned with skills. They invest in life-long learning, early childhood education and care, and institutions stimulating migrant integration. In essence, the employment-friendly model draws from the social investment strategy known from Scandinavia, updated in order to promote not only class and gender equality, but also to meet the challenges caused by globalization and greater ethnic heterogeneity.

Q3: What are the main publications resulting from research within WP04? (For a complete list of forthcoming RECOWE publications, please see below)

It would be impossible to cite them all here, so I would like authors to excuse me if I forget some of them. In addition to numerous working papers, WP04 also published or announced several books. Paolo Graziano, Sophie Jacquot and Bruno Palier edited a book and a special issue on the Europeanization of welfare states. Together with Patrick Emmenegger, Silja Häusermann and Martin Seeleib-Kaiser, Bruno Palier also edited *The Age of Dualization. Structures, Policies, Politics*, to be published by Oxford University Press. Willibrord de Graaf, Tomás Sirovátka and Rik van Berkel prepared a book on the governance of active welfare states in our RECOWE book series edited by Palgrave. Waltraud Schelkle is also editing a special issue of the European Journal of Industrial Relations entitled *Reconfiguring Welfare States in the Post-Industrial Age: What Role for Social Partners?*

Q4: What could you tell us about new trends in activation policies? Did the EU influence innovation in that regard?

There has been a gradual acceptance of the importance of activation policies in recent years. Such policies have thus been implemented almost everywhere in the EU. Initially, the emphasis was put on the activation of young people, but, gradually, older citizens have also been targeted. The crisis only accentuated the tendency to withdraw the privileges traditionally granted to older workers, such as the right to early retirement.

Q5: What impact did the recent economic crisis have on European welfare states?

The crisis showed that it is extremely important to reform social protection systems. Indeed, the EU countries that had been hit the worst are those that didn't reform their pension, employment protection and unemployment benefits systems before the crisis. Politicians have to start planning beyond electoral cycles and take into consideration the longer-run sustainability of the social protection model they advocate.

INTRODUCING THE CATHOLIC UNIVERSITY OF LOUVAIN-LA-NEUVE (UCL, BELGIUM), PARTNER 13



UCL
Université catholique de Louvain

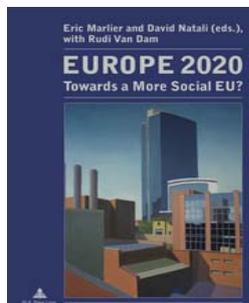
The current Université catholique de Louvain (UCL), with campuses in the Southern Belgian Walloon city of Louvain-la-Neuve and in Brussels, has been created in 1425 in the Flemish city of Leuven. Until the end of the 18th century, it educated most senior civil servants, lawyers and doctors from the Netherlands.

Erasmus of Rotterdam, Vesalius, Gerardus Mercator and Justus Lipsius all came to Leuven to study or to write. The university has been forced to close in 1797, when the Austrian Netherlands and the Principality of Liège were made part of France. It has been refounded as a catholic university in 1834, after Belgium gained independence. In 1970, Belgium's progression towards federalism led to the separation of the university in two independent institutions with a shared past. The Université catholique de Louvain moved to the Walloon Brabant province and Brussels. Today, set up in 2004 by virtue of a decree organizing higher education, the 'Académie universitaire Louvain' brings together the Catholic University Faculties of Mons (FUCaM), the University Faculties Notre-Dame de la Paix in Namur (FUNDP), the University Faculties Saint-Louis (situated in Brussels) and the Université catholique de Louvain.

Represented by Professor Pascale Vielle, UCL researchers who have been involved in RECOWE are mainly lawyers affiliated with the Department of Economic and Social Law (Département de droit économique et social, DESO). DESO deals with a variety of topics of interest to RECOWE members, such as labour and social security law, welfare state change (the 'active' welfare state) and new ways of regulating the social domain (soft law). Within RECOWE, UCL researchers are currently involved in a project addressing job quality from a legal perspective.

2 – NEWS FROM THE NETWORK

RECENT BOOKS PUBLISHED IN RECOWWE

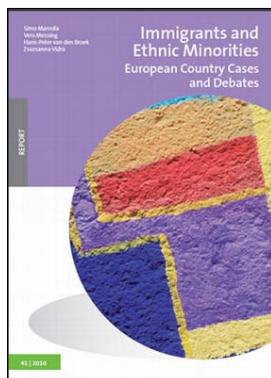


Eric Marlier and David Natali (eds), with Rudy Van Dam, 2010. *Europe 2020: Towards a More Social EU?*. Brussels: Peter Lang.

How can *Europe 2020*, the new strategy for smart, sustainable and inclusive growth in Europe, lead to a stronger social EU with less poverty and improved social cohesion? This book by a number of eminent scholars and experts is the first to attempt to answer this question.

Achieving the EU's old and new ambitious social objectives raises many political and technical challenges, which are examined in depth in this book. A key objective of this volume is to take a critical look at and draw lessons from the 2000-2010 Lisbon Strategy. Another important objective is to explore the format and role of EU coordination and cooperation in the social field in the new EU governance framework, in a context marked by slow recovery after the global economic crisis. Finally, the book also makes proposals for the further reinforcement of this coordination and cooperation and for the improvement of the different instruments available at EU, national and sub-national levels.

This book is based on the conference organised by the European Social Observatory (OSE) during the Belgian Presidency, and has been supported by RECOWWE.



Simo Mannila, Vera Messing, Hans-Peter van den Broek and Zsuzanna Vidra, 2010. *Immigrants and Ethnic Minorities: European Country Cases and Debates*, Helsinki: THL.

Migrants in the old EU Member States and ethnic minorities, in particular the Roma in the new EU Member States, are confronted with various social

and labour market risks. Coping with them presents rather important challenges to national governments. This book presents an overview of the most recent immigration or minority policies, and comments on some ongoing debates. Old emigration countries such as Spain and Finland have lately turned into immigration countries. However, the historical backgrounds and political responses to immigration are rather different in these two countries: today Spain is the leading immigration country in the European Union and the main route of entry into the EU for third country nationals, while the volume of migration in Finland is much less dramatic. Hungary, Slovakia and Romania have all major Roma minorities. Roma policies in these countries have varied during the transition and EU accession, but few have reached genuine results, thus, much remains to be done in order to develop effective socially inclusive policies for the Roma.

BOOKS TO BE PUBLISHED IN THE *WORK AND WELFARE IN EUROPE* SERIES BY PALGRAVE MACMILLAN



Rik van Berkel, Willibrord de Graaf & Tomáš Sirovátka (eds), 2011, *The Governance of Active Welfare States in Europe*, Palgrave Macmillan (forthcoming)



Sigrid Betzelt & Silke Bothfeld (eds), 2011, *Activation and Labour Market Reforms in Europe. Challenges to Social Citizenship*, Palgrave Macmillan (forthcoming)



Sonja Drobnič & Ana M. Guillén (eds), 2011, *Work-Life Balance in Europe. The Role of Job Quality*, Palgrave Macmillan (forthcoming)



Neil Fraser, Rodolfo Gutiérrez & Ramón Peña-Casas (eds), 2011, *Working Poverty in Europe*, Palgrave Macmillan (forthcoming)



Paolo Graziano, Sophie Jacquot, & Bruno Palier (eds) (2011), *The EU and the Domestic Politics of Welfare State Reforms. Europa, Europae*, Palgrave Macmillan (forthcoming)



Karl Hinrichs & Matteo Jessoula (eds), 2011, *Labour Market Flexibility and Pension Reforms. Flexible Today, Secure Tomorrow?*, Palgrave Macmillan (forthcoming)



Birgit Pfau-Effinger & Tine Rostgaard (eds), 2011, *Care Between Work and Welfare in European Societies*, Palgrave Macmillan (forthcoming)



Colette Fagan, Silvia Gomez & Maria Gonzales (eds), 2011, *Women in Management. European Employment Policy*, Palgrave Macmillan (forthcoming)

Trudie Knijn (eds), 2012, *Social policies in Europe in times of fluid family-lives and flexible labour markets*, Palgrave Macmillan (forthcoming)

OTHER BOOKS TO BE PUBLISHED BY RECOWE

Jochen Clasen & Daniel Clegg (eds), 2011, *Regulating the risk of unemployment. National adaptations to post-industrial labour markets in Europe*, Oxford University Press (forthcoming)

Patrick Emmenegger, Silja Häusermann, Bruno Palier & Martin Seeleib-Kaiser (eds), 2011, *The Age of Dualization. Structures, Policies, Politics*, Oxford University Press (forthcoming)

Nathalie Morel, Bruno Palier & Joakim Palme (eds), 2011, *Towards a social investment welfare state? Ideas, Policies, Challenges*, Policy Press (forthcoming)

Pascale Vielle, Silvia Borelli & Benoît Mpeye (eds), 2011, *Legal and Normative Approach of the Quality of Jobs in Europe*, Peter Lang (forthcoming)

SPECIAL ISSUES

Paolo Graziano, Sophie Jacquot, & Bruno Palier (eds), 2011, Letting Europe In. The domestic usages of Europe in reconciliation policies, in *European Journal of Social Security* (forthcoming)

Ewa Frątczak & Livia Olah (eds), 2012, Female labour force participation, in *European Journal of Population* (forthcoming)

Birgit Pfau-Effinger & Tine Rostgaard (eds), 2011, Welfare state change, the strengthening of economic principles and new tensions in relation to care, in *Nordic Journal of Social Research* (forthcoming)

Waltraud Schelkle (ed), 2011, Reconfiguring Welfare States in the Post-Industrial Age: What Role for Social Partners?, in *European Journal of Industrial Relations* (forthcoming)

CONFERENCES AND EXCHANGE MEETINGS

For more information on all RECOWE events: <http://www.recwowe.eu/>

– International Expert Conference

'Reforming Activation: A New Turn in Policy?'

Hamburg, Germany, 24-25 March 2011

Organiser: University of Hamburg

[Conference programme on the RECOWE website](#)

– Reconciling Work and Welfare in Europe: research findings and policy challenges

Brussels, 18 March 2011

Organiser: European Social Observatory, Brussels

[Conference programme on the OSE website](#)

With Denis Bouget, Bruno Palier, Tine Rostgaard, Sophie Jacquot, David Natali, Pascale Vielle et Philippe Pochet

– Doctoral workshop

'Adapting European welfare states to the emergence of new social risks' Lausanne, Switzerland, 12-13 May 2011

Organisers: RECOWE and the Swiss Graduate School of Public Administration (IDHEAP), Lausanne

While traditional welfare states provided a replacement income to those who were temporarily or permanently unable to work, today new social risks have emerged. These include in-work poverty, long-term unemployment, insufficient human capital, work and family life reconciliation. The objective of this doctoral workshop is to discuss **welfare state adaptation to the emergence of new social risks**.

Applications are to be sent to aurelien.abrassart@idheap.unil.ch by 15 March 2011.

[More information on the RECOWE website](#)

– RECOWE/ESPAnet Summer School 2011

'Welfare States of Eastern and Western Europe'

Budapest, Hungary, 27 June – 5 July 2011

Organiser: Central European University

This summer school targets PhD-students who have started or are about to start a project related to the comparative analysis of welfare state and social policy reform, the role of social actors, policies for work and welfare reconciliation, social protection, immigrant integration, welfare regimes and labour markets. The course also aims to address methodological issues of comparative

research in East and West European welfare and social policy.

Apply before 20 March 2011.

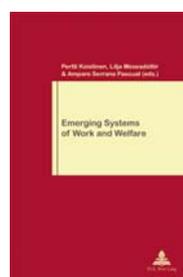
[More information on this summer school on the CEU website](#)

– RECOWE Final Conference

'Work and Welfare in Europe: New compromises or ongoing demise?' Brussels, Belgium, 15 – 17 June 2011

Organisers: Maison des Sciences de l'Homme Ange-Guépin (MSH, Nantes) and the Centre for European Studies (CEE) at Sciences-Po Paris

NEW PUBLICATIONS IN THE AREA OF WORK AND WELFARE



Pertti Koistinen, Lilja Mósesdóttir and Amparo Serrano Pascual (eds), 2010. *Emerging Systems of Work and Welfare*, Brussels: Peter Lang

The currently emerging model of economic production is characterized by a process of constant change and instability. A new political culture and regulatory concept - a concept of self-regulation and greater market flexibility - has emerged. Political intervention has become problematic: the need for intervention in the labour market is more important than ever but there is increasing pressure to reduce the control of the welfare state.

In order to examine what kind of policies can produce a positive relationship between social justice and economic efficiency, this book emphasises the need for a holistic approach, which includes not only labour recognised by the market but also informal labour; not only structural factors which shape behaviour but also individual strategies to negotiate positions in society. The book argues that the concept of employment needs to be reinvented. The different contributions to the book develop this theoretical approach and analyse new ideological maxims, the emergence of multiple institutions with regulatory authority over employment and the role played by individual strategies and institutional factors in determining choices and behaviour.

All RECOWE Working Papers are downloadable from [the PUDIACwowe website](#)

Janine Leschke, 2011. Flexible working lives and pension coverage in Europe with a focus on women: Lessons to be learned by Germany? RECOWE Working Paper, REC-WP 01/2011.

Employment has recently become more flexible with regard to contract forms and we observe more discontinuous employment careers. This paper examines whether pension systems in Europe are suited to cover the specific risks encountered by flexible workers. Recent reforms of these systems and their impact on flexible workers are also scrutinised.

Caroline De la Porte, 2010. State of the art. Overview of concepts, indicators and methodologies used for analyzing the social OMC. RECOWE Working Paper, REC-WP 15/2010.

This paper is a detailed analysis of the literature on the Social OMC from 2006-2010, focusing on how OMC research has been carried out. It specifically focuses on the theoretical framework/concepts used, and how change is conceptualised and measured. Strikingly, virtually all OMC research adopts theoretical frameworks derived from Europeanisation and/or institutionalisation literature. One of the findings of OMC research is that this governance method entails learning processes.

Heejung Chung and Wim Van Oorschot, 2010. Employment insecurity of European individuals during the financial crisis. A multi-level approach. RECOWE Working Paper, REC-WP 14/2010.

The flexicurity concept has been receiving much attention lately at the European level. One of the most important aspects of the flexicurity approach is employment security, which may nevertheless entail changing employers and jobs. How do Europeans subjectively perceive their employment security? In addition, which individual characteristics can explain feelings of employment insecurity? Are there differences across countries, and if yes, why? In this paper, we examine the various individual as well as national level

characteristics that can explain individuals' perception of their employment security.

Marta Ibáñez, 2010. Fertility, Female Participation in Employment and Reconciliation Policies in Spain. RECOWE Working Paper, REC-WP 13/2010.

Different aspects of decisions regarding parenthood are analysed. From an institutional perspective, reconciliation policies and features of the female labour market are studied, as well as the values and life views that may affect the decision to become a parent. From a micro-perspective, a multivariate model of proportional hazards is created from the 2004-2007 Spanish EU-SILC, where likelihood of pregnancy is analysed according to specific employment, personal, and family situations. Results are not conclusive, because the Hypothesis of Fertility Positive Turn was not confirmed directly for cases with a steadier work status. However, educational level does have a continuous effect, that is, women with university degrees, and especially employed ones, are more likely to become parents.

Eric Crettaz and Giuliano Bonoli, 2010. Why are some workers poor? The mechanisms that produce working poverty in a comparative perspective. RECOWE Working Paper, REC-WP 12/2010.

The objective of this paper is to distinguish between different types of in-work poverty, on the basis of the mechanisms that produce it. Whereas the poverty literature identifies a myriad of risk factors and of categories of disadvantaged workers, we focus on three immediate causes of in-work poverty, namely low remuneration rate, weak labour force attachment, and high needs, the latter mainly due to the presence of children (and sometimes to the increase in needs caused by a family breakup). These three mechanisms are the channels through which macroeconomic, demographic and policy factors have a direct bearing on working households. The main assumption tested here is that welfare regimes strongly influence the relative weight of these three mechanisms in producing working poverty.

3 – EUROPEAN NEWS

– Employment policy guidelines

In October 2010, EU employment ministers have adopted new guidelines for Member States' employment policies, thereby taking an important step in the implementation of the EU 2020 strategy for growth and employment. Employment policy guidelines are part of the integrated guidelines, the other part being the broad guidelines for Member States' economic policies adopted by the Council in July 2010. The integrated guidelines contain five EU headline targets, three of which are related to national employment policies, the fight against social exclusion and the quality and performance of education and training systems. The **labour market** headline target aims at a 75% employment participation rate for Europeans aged 20-64 through greater participation of young, older, migrant and low-skilled workers. The headline target on **social inclusion and combating poverty** aims to remove at least 20 million people from poverty and exclusion. The headline target on **education and training systems** aims to reduce school drop-out rates by at least 10% and to increase to at least 40% the proportion of young people aged 30 to 34 having tertiary or equivalent education. Member States must translate these five headline targets into national targets and finalise by mid-April 2011 their draft national reform programmes (NRP) that have to include these national targets. The European Council will annually assess Member States' progress towards the achievement of these headline targets.

[More information on the European Commission's website](#)

– Single Market Act

In October last year, the European Commission adopted the *Single Market Act*, containing 50 proposals aiming to boost European economy and job creation, some of which with the objective of 'reconciling the market and the social dimension'.

[Read the Single Market Act on the European Commission's website](#)

– Report on in-work poverty and labour market segmentation

The European Commission has published a synthesis report based on a series of national

reports on in-work poverty and labour market segmentation in the EU drafted by the Network of Independent Experts on Social Inclusion. The report contains suggestions on how progress can be made on these issues.

[More information on the European Commission's website](#)

– Commission's report on flexible working and gender equality

This report, the third in a series of comparative reports on work-life balance issues, provides a comprehensive overview of current flexible work arrangements in the EU-27. It focuses on internal flexibility (within companies and organisations), both in terms of length of working time (for instance part-time) and organisation of working time (for instance flexitime arrangements or flexibility in starting and ending the work day). The report concludes that increased flexibility in working time is not always good for gender equality: individualised working hours have a positive effect on female employment rates and can help employees to balance work and personal life, but in most of the surveyed countries part-time work (dominated by women) is still concentrated in low-paid sectors with low career and training opportunities. Recent policy developments show that working time flexibility is on the political agenda in several countries. Some countries (such as the Czech Republic and Lithuania) focus on flexibility as an instrument to increase employment rates (both in terms of the number of working individuals and in terms of worked hours), while in the Nordic countries, involuntary part-time work is an important issue, leading to policy measures aiming to create a new balance between flexibility and security. In Finland, Germany and Luxembourg, time banking and annualised hours are also on the policy agenda. In Poland and in Portugal, flexible working time schedules are linked to the debate on reducing the extent of overtime.

The report also notes that with the current financial and economic crisis, flexibility is seen as an important policy instrument to help employers adjust to changing economic circumstances.

[Read the report on the European Commission's website](#)

